



South Carolina
Department of Education

Together, we can.

South Carolina TAP: Performance-Based Compensation Through the Teacher Incentive Fund (TIF)



Teacher INCENTIVE Fund?

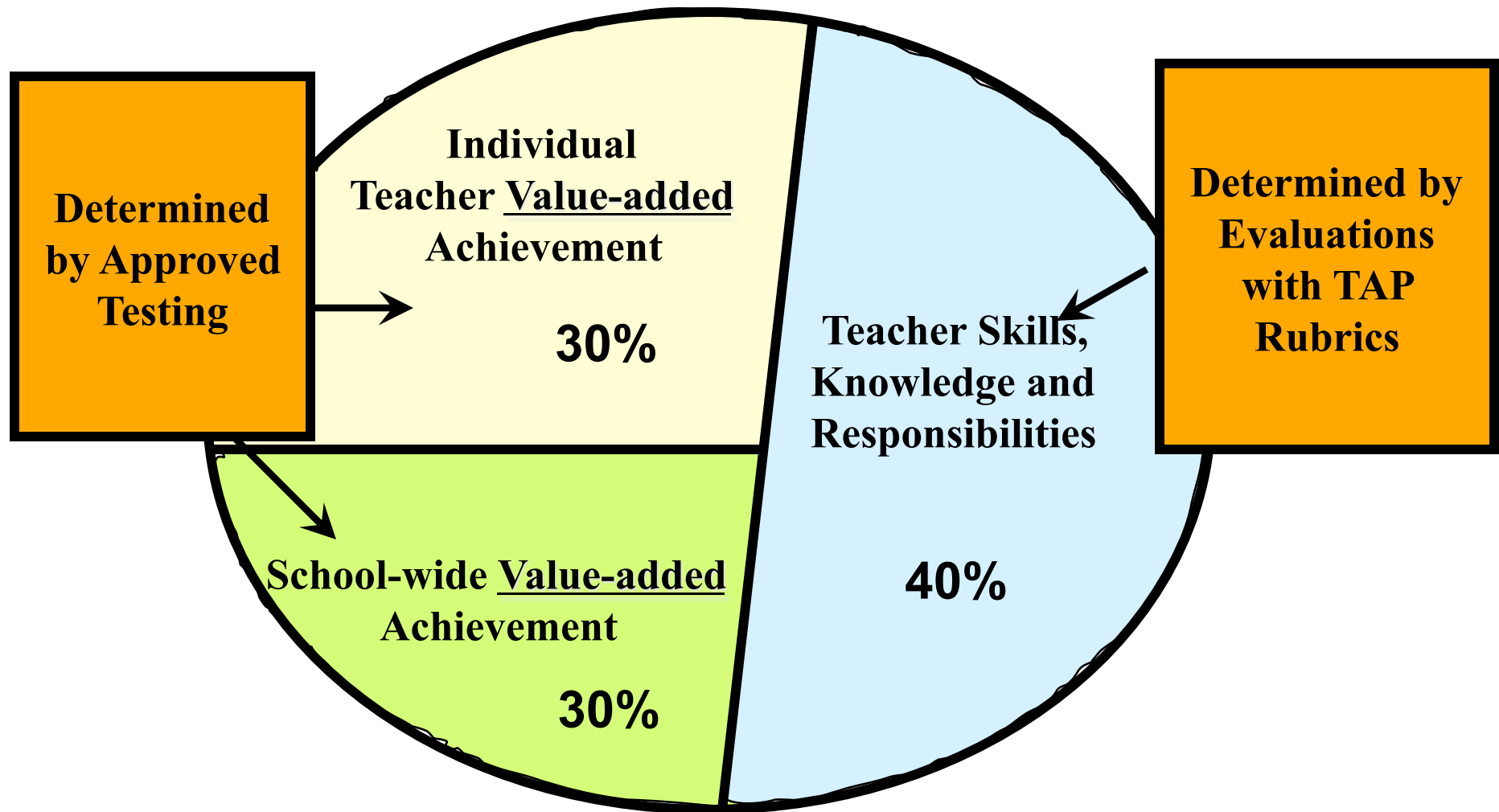
■ in·cen·tive [in-sen-tiv]

–Noun 1. Something that incites or tends to incite to action or greater effort, as a reward offered for increased productivity.

–Adjective 2. Inciting, as to action; stimulating; provocative.

Synonyms. stimulus, spur, incitement, impulse, encouragement; goad, prod.

How Teacher Performance is Measured in SCTAP





Choice on Incentive Structure

- 2002-2006 – SCTAP provides an annual bonus for teachers between November 15 – December 20 of the **PREVIOUS** school year.
- 2006-2007 – Several schools and districts piloted the idea of allowing schools and teachers to choose the previous bonus timeframe versus calculating and paying 40% at the end of the school year.



An Example Timeline

August 2006	May 2007	December 2007
School Year Begins. Teachers are aware the results of their performance will affect a bonus.	The students take state or other high stakes test to determine 60% of the teachers' bonus.	The teachers receive a bonus award based on work that began 16 months previously and concluded 6 months ago.



Logistics of the “Split Payout”

- Cleveland Elementary and Marlboro County School of Discovery provided bonuses in June 2007 (40%) and again in December (60%).
- Clinton Elementary School issued the first bonus in September 2007 (40%) and the remaining portion (60%) December 20, 2007.



Need for Multiple Installments of the Bonus Award ?

- The longer the lag between action (effective teaching) and outcome (bonus incentive), the less effective performance pay becomes in changing behavior.
- Practically, providing bonuses in the same fiscal year reduces the amount of carryover if your state data are not available before the end of the year.



Incentives Must be Understandable

- SCTAP holds annual training on value-added analysis and how bonuses are calculated.
 - 1 teacher from each school is selected to attend this training and be able to answer the simple questions their colleagues ask.
- Beginning in July 2008, SCTAP will have pod-casts of the Executive Director's Value-Added Analysis and Bonus Calculation workshops
 - The presentations will be at three levels of depth.



Written Explanation of Scores and Award Amounts

- SCTAP provides districts and schools with a form letter which each adapts to their unique setting.
- The letters are designed to be used by building administrators during their meetings with each teacher to explain the bonus amount for each category and set goals for the upcoming year.



Sample Table from a Bonus Award Letter

Type	Average	Weight	Score
Instructional Rubric	3.2	.75	2.4
Environment Rubric	2	.10	0.2
Designing and Planning Rubric	1	.15	0.15
Raw Total			2.75
Rounded TOTAL			3.0

Reminder:

Scores are rounded to the nearest half. For example, scores from 2.25 – 2.74 are rounded to 2.5; 2.75 – 3.24 round to 3.0.



Bonus Letter Continued

Bonus Category	Score	Award Amount
Observations	3	\$600
Individual Value-Added Growth	5	\$900
School Value-Added Growth	5	\$900
Total		\$2,400



Questions

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